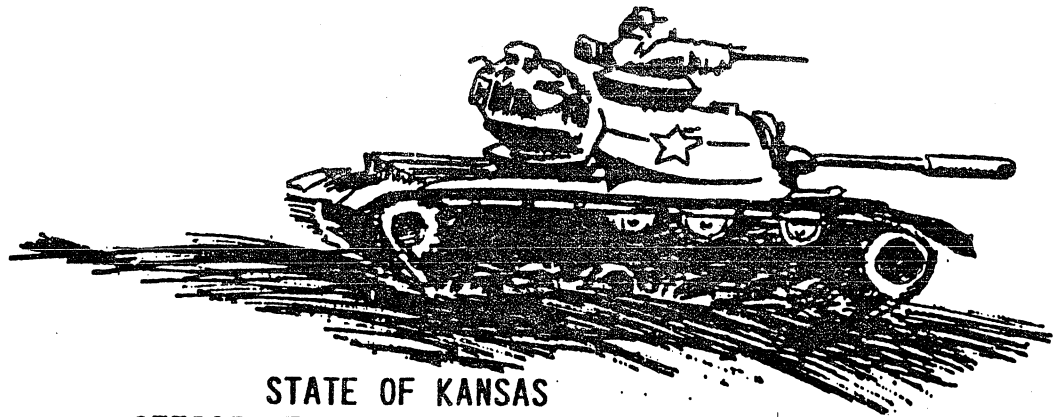
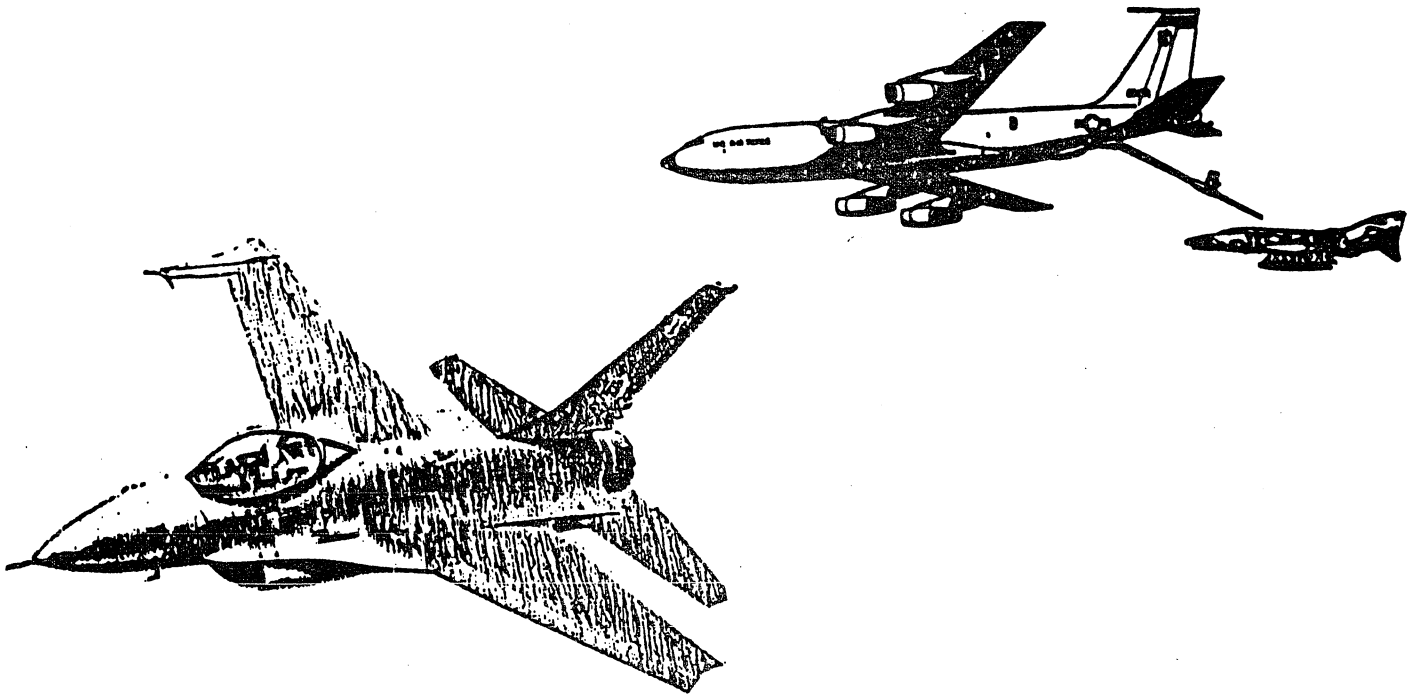


ENVIRONMENTAL DIFFERENTIAL PAY (EDP)
FOR
ARMY AND AIR TECHNICIANS
OF THE
KANSAS NATIONAL GUARD



STATE OF KANSAS
OFFICE OF THE ADJUTANT GENERAL
MILITARY DEPARTMENT
TOPEKA, KANSAS 66601-0300

State of Kansas, Military Division
The Adjutant General's Department
Topeka, Kansas 66601
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Adjutant General's Office
Technician Personnel Pamphlet
Number 532-8

**ENVIRONMENTAL DIFFERENTIAL PAY (EDP)
FOR
ARMY AND AIR TECHNICIANS
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This Pamphlet supersedes AGO TPP 532-8, dated 8 January 1974

ENVIRONMENTAL DIFFERENTIAL PAY PLAN

SECTION 1 - GENERAL

1-1. References: FPM Supplement 532-1, Subchapter S8-7 and Appendix J and TPR 532-1, Subchapter S8, Change 1.

1-2. Kansas Army and Air National Guard technicians paid under a Federal Wage System (FWS) wage schedule are authorized Environmental Differential Pay (EDP) as indicated in Sections 3 and 4 of this pamphlet. If a differential is authorized for a particular category listed in Appendix J of FPM Supplement 532-1, and the employee in fact is exposed to a situation under that category but the agency does not identify the situation to the category until a later date, the employee is entitled to the differential retroactive to the date the category was established in FPM Supplement 532-1.

1-3. Documentation for authorizing and substantiating entitlement to EDP will be in accordance with Section 5 of this pamphlet.

1-4. EDP for wage technicians will be computed in accordance with instructions contained in FPM Supplement 532-1, S8-7e, j and k.

1-5. EDP is included as part of the technician's basic rate of pay and will be used to compute premium pay (pay for night shift differential, holiday or Sunday work) or the amount from which retirement deductions are made, and upon which group life insurance is based if in this status at end of pay period.

SECTION 2 - DUTIES AND RESPONSIBILITIES

2-1. The primary objective of this plan is to provide the basis for orderly and efficient management of the payment of EDP. An EDP Committee will be established to aid in this management. This committee will assist the Support Personnel Management Office (SPMO) by reviewing, on an as needed basis, request(s) for the establishment of a locally required category.

2-2. It is recognized that identification of hazards, working conditions, or physical hardships of an unusual nature will be on a continuing basis. When local situations or circumstances arise which are identified as potentially warranting entitlement to EDP under Appendix J, FPM Supplement 532-1, a request in letter format must be submitted to the SPMO for review. The SPMO will refer the request to the EDP Committee for evaluation. This committee, in coordination with safety and bioenvironmental personnel, will review the request and file a report with the SPMO. This report will contain a review of the request to determine if the exposure is listed on the schedule contained within the FPM, if the information as provided in para 2-3 of the pamphlet is

accurate and complete and will contain a recommendation on whether the request should be approved. This committee shall also, at the direction of the SPMO, conduct an annual review of all previously established local categories to determine if continued payment for exposure should be authorized. These annual reviews will include coordination of safety and bioenvironmental personnel. The SPMO, under authority delegated by The Adjutant General, will either approve or disapprove additions or deletions to the locally established category listing.

2-3. Request for EDP (ANG) are initiated in three copies by the first-line supervisor on AF Form 683. Items 1-13 are to be filled in. The first-line supervisor's name and signature will normally appear in items 10 and 11. The second-level or higher supervisor's name and signature will normally appear in Item 12 (Atch 1). Items 8 and 9 of the request may reference the category and percentage of differential requested. For GS employees, these may be found in Section 4. One copy of the AF Form 683 is held by the initiating unit, and two copies are sent to the SPMO for review.

2-4. All requests for the establishment of a locally identified payable EDP category (Army) will contain at a minimum, the following information: A description of the work situation; the location(s) of identical work situations; classification and grade levels of technicians performing the work; appropriate technical instructions; all applicable safety directives covering the work situation; safety and/or environmental health report on the work situation; a description of the unusually severe hazard, physical hardship, or working condition; and why it cannot be overcome or eliminated. If the work situation involves an explosive or incendiary device, hazard classification information must also be included. Accident records must be submitted if the EDP category is only payable when the hazard, physical hardship, or working condition of an unusually severe nature has not been practically eliminated by protective devices and/or safety procedures.

2-5. In addition to acting as the final approving authority, on all requests, the SPMO will also conduct an annual review of the EDP Plan and locally established categories.

2-6. Air Commanders (ANG) and Activity/Facility Commanders (ARNG) will designate in writing the individuals that will act as authorizing officials for the purpose of certifying exposure for payment of EDP.

2-7. Local procedures should be developed for supervisors to:

- a. Assign technicians to perform duties for which this additional pay is authorized.

- b. Ensure that EDP is authorized only when the exposure warranting it is necessary and actually takes place.

2-8. When an employee is in a compensatory time duty status, and is exposed to a hazard, physical hardship or working condition normally warranting payment, the entitlement for environmental differential pay does not exist. An

employee must be in a paid status to receive EDP. Due to the nature of our law, 32 U.S.C. 709, in that overtime pay is not authorized, only compensatory time, therefore payment for the exposure for the technician is not authorized.

2-9. Section 5 of this pamphlet will be used as the only basis for installation/activity to request authorization for EDP when a technician is exposed to such conditions in his/her particular job assignment. This pamphlet should be explained to employees and a copy prominently posted on local bulletin boards.

SECTION 3 - ENVIRONMENTAL DIFFERENTIAL PAY FOR (FWS) EMPLOYEES

3-1. Pay is authorized for exposure to a hazard of an unusual nature which could result in significant injury, illness or death, or exposure to a physical hardship of an unusual nature under circumstances which cause significant physical discomfort or distress not practically eliminated by protective devices. Pay is authorized for exposure to a working condition of an unusual nature under circumstances involving exposure to fumes, dust, or noise which causes significant distress or discomfort in the form of nausea, skin, eye, ear, or nose irritation, or conditions which cause abnormal soil of body and clothing, etc., and where such distress or discomfort is not practically eliminated.

3-2. Environmental differentials are stated as percentage amounts and are authorized for the categories of exposures as described in Appendix J of FPM Supplement 532-1. The amount of the environmental differential which is payable is determined by multiplying the percentage rate authorized for the described exposure by the second rate for Wage Grade 10 on the current non-supervisory wage schedule for the area. The resulting cent-an-hour amount is paid uniformly to each wage employee in the area who qualified for the authorized environmental differential, regardless of the grade level of the wage employee or the Federal Wage System wage schedule (WG, WL, or WS) on which the employee is paid.

3-3. When an employee is entitled to an environmental differential which is paid on an actual exposure basis, (Part I of Appendix J, FPM Supplement 532-1) the employee shall be paid in increments of 1/4 hour for each 15 minutes and portion thereof in excess of 15 minutes.

3-4. When an employee is exposed at intermittent times during the day to a hazard, physical hardship, or working condition for which the environmental differential is paid on actual exposure basis, (Part I of Appendix J, FPM Supplement 532-1) each exposure is considered separately and the amount of time exposed is not added together before payment is made for exposure beyond one hour's duration, except that pay for environmental differential may not exceed the number of hours of pay by the employee on the day of exposure.

3-5. When an employee is exposed to a hazard, physical hardship, or working condition for which an environmental differential pay is payable on a shift basis and on the same day he is exposed to a hazard, physical hardship or

working condition for which an environmental differential payable on an actual exposure basis at a higher rate is authorized, he shall be paid the environmental differential on the basis of actual exposure for that exposure and the environmental differential on the basis of the shift for the remaining hours in the pay status that day. Since by law technicians are not entitled to compensation (pay) for overtime work, they are therefore not entitled to environmental differential pay during this period. The determining factor for entitlement is that a technician must be in a pay status to be eligible for payment of environmental differential pay.

3-6. When an employee is exposed to more than one category listed in this schedule for which the environmental differential is payable on an actual exposure basis, each category is considered separately in computing the amount of environmental differential payable.

3-7. When exposure to the situation occurs during a continuous period extending over two days, it shall be considered to have occurred on the day on which the exposure began and the allowance differential shall be charged to that day.

3-8. When an employee is entitled to an environmental differential which is paid on the basis of hours in a pay status (Part II of Appendix J, FPM Supplement 532-1) the differential will be paid for the hours in a paid status. EXAMPLE: Exposure 0800-1100; work status 1100-1200 with no exposure; annual leave 1300-1700, equals 8 hours EDP entitlement.

SECTION 4 - Appendix J of FPM Supplement 532-1

4-1. Appendix J of FPM Supplement 532-1 is reproduced herein for the information of all concerned:

Appendix J.

Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART I. PAYMENT FOR ACTUAL EXPOSURE

<i>Differential rate</i>	<i>Category for which payable</i>	<i>Effective date¹</i>
100%	<p>1. <i>Flying.</i> Participating in flights under one or more types of the following conditions:</p> <ul style="list-style-type: none"> a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane; b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload; c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles; d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data; e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight; f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests; g. Low-level flights in small aircraft including helicopters at altitude of 500 feet and under in daylight and 1,000 feet and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 500 feet; h. Low-level flights in an aircraft flying at altitudes of 200 feet and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations. i. Flights involving launch or recovery aboard an aircraft carrier. j. Reduced gravity light testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2 gravity conditions. 	Nov. 1, 1970
25%	<p>2. <i>High work.</i></p> <p>Working on any structure of at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit;</p> <p>b. Working at a lesser height:</p> <ul style="list-style-type: none"> (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate ♦ for ♦ example, working from a swinging stage, boatswain chair, a similar support; or 	Nov. 1, 1970

See footnote at end of table.

<i>Differential rate</i>	<i>Category for which payable</i>	<i>Effective date¹</i>
	(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous.	
15%	3. <i>Floating targets</i> . Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970
4%	4. <i>Dirty work</i> . Performing work which subjects the employee to soil of bo or clothing: a. Beyond that normally to be expected in performing the duties of the classification; and b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc), or c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	Nov. 1, 1970
◆ 4% ◆	5. <i>Cold work</i> . a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit). b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970 Mar. 13, 1977
4%	6. <i>Hot work</i> . a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit. b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 110 degrees Fahrenheit where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970 Mar. 13, 1977
4%	7. <i>Welding preheated metals</i> . Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970
4%	8. <i>Micro-soldering or wire welding and assembly</i> . Working with binocular-type microscopes under conditions which severely restrict the movement of the em and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.	Nov. 1, 1970
25%	9. <i>Exposure to hazardous weather or terrain</i> . Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: <i>Examples:</i> —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rock falls or avalanches.	July 1, 1972

See footnote at end of table.

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September 23, 1987

Differential rate	Category for which payable	Effective date ¹
	<ul style="list-style-type: none"> —Traveling over secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 100 feet, when there is danger of rock, mud, or snowslides. —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during "whiteout" phenomenon which limits visibility to less than 10 feet. —Working or traveling in sparsely settled or isolated areas with exposure to temperatures and/or wind velocity shown to be of considerable or very great danger on the windchill chart (page J-6.02), and shelter (other than temporary shelter) or assistance is not readily available. —Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, "whiteout" conditions; or sloping icepack covering the snow. 	
25%	<p>10. <i>Unshored work.</i> Working in excavation areas before the installation proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following:</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> —Working adjacent to the walls of an unshored excavation at depths greater than six feet (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose, that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall. —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause. —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway has been installed. —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition. 	July 1, 1972
15%	<p>11. <i>Ground work beneath hovering helicopter.</i> Participating in operation to attach or detach external load to helicopter hovering just overhead.</p>	July 1, 1972
15%	<p>12. <i>Hazardous boarding or leaving of surface craft.</i> Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (three feet and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines. 	July 1, 1972

See footnote at end of table.

Differential rate	Category for which payable	Effective date ¹
	<ul style="list-style-type: none"> —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock. —Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice. 	
8%	13. <i>Cargo handling during lightering operations.</i> Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972
15%	14. <i>Duty aboard surface craft.</i> Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following: <ul style="list-style-type: none"> —Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 35 m.p.h. (classified as gale winds) or in water search and rescue operations at night. —Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 35 m.p.h., and/or when seas are in excess of 14 feet, or when working on outside decks when decks are slick and icy when swells are in excess of 3 feet. —When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 15 knots; or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures. —Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (12-knot winds and 3-foot waves) and the work is done on relatively unprotected deck areas. —Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way. —Duty performed on floating platforms, camels, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water. 	July 30, 1972
50%	15. <i>Work at extreme heights.</i> Working at heights 100 feet or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: <ol style="list-style-type: none"> (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or 	Oct. 22, 1972

See footnote at end of table.

Inst. 23
June 29, 1984

**Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees
of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature**

J-5

<i>Differential rate</i>	<i>Category for which payable</i>	<i>Effective date¹</i>
	(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous.	
6%	16. <i>Fibrous Glass Work.</i> Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Feb. 28, 1975
50%	17. <i>High Voltage Electrical Energy.</i> Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977
6%	18. <i>Welding, Cutting, or Burning in Confined Spaces.</i> Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 14 feet over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978

¹ See footnote at end of table

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate	Category for which payable	Effective date ¹
50%	1. <i>Duty aboard submerged vessel.</i> Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged.	Nov. 1, 1970
8%	<p>2. <i>Explosives and incendiary material—high degree hazard.</i> Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees.</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechn compositions such as lead azide, black powder and photoflash powder. —Manufacture and distribution of raw nitroglycerine. —Nitration, neutralization, crystallization, purification, screening and drying of high explosives. —Manufacture of propellants, high explosives and incendiary materials. —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives. —Manufacture of primary or initiating explosives such as lead azide. —Manufacture of primer or detonator mix. —Loading and assembling high-energy output flare pellets. —All dry-house activities involving propellants or explosives. —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges. —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies. —Handling or engaging in destruction operations on an armed (or potentially armed) warhead. 	Nov. 1, 1970

¹See footnote at end of table.

Differential rate	Category for which payable	Effective date ¹
4%	<p>3. <i>Explosives and incendiary material—low-degree hazard.</i> a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.</p> <p>b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury.</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations. —Load, assembly and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings. —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges. —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals. —Proof-testing weapons with a known overload of powder or charges. —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur. 	<p>Nov. 1, 1970</p> <p>Mar. 13, 1977</p>
8%	<p>4. <i>Poisons (toxic chemicals)—high degree hazard.</i> Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury.</p>	Nov. 1, 1970

See footnote at end of table.

Differential rate	Category for which payable	Effective date ¹
	<p><i>Examples</i></p> <ul style="list-style-type: none"> —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death). —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions. —Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents. —Demilitarizing and neutralizing toxic chemical munitions and chemical agents. —Handling or working with toxic chemicals in restricted areas during production operations. —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects. —Recording analytical and biological tests results where subject to above types of exposure. —Visually examining chemical agents to determine conditions of detect leaks in storage containers. —Transferring chemical agents between containers. —Salvaging and disposing of chemical agents. 	
4%	<p>5. <i>Poisons (toxic chemicals)—low degree hazard.</i> a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.</p> <p>b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury.</p> <p><i>Example</i></p> <ul style="list-style-type: none"> —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored. 	<p>Nov. 1, 1970</p> <p>Mar. 13, 1977</p>
8%	<p>6. <i>Micro-organisms—high degree hazard.</i> Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserims and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury.</p>	Nov. 1, 1970

See footnote at end of table.

Inst. 23
June 29, 1984

FPM Supplement 532-1

Differential rate	Category for which payable	Effective date ¹
	<p>Examples</p> <ul style="list-style-type: none"> —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production. —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis. 	
4%	<p>7. Micro-organisms—low degree hazard. a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material.</p> <p>b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury.</p>	<p>Nov. 1, 1970</p> <p>Mar. 13, 1977</p>
8%	<p>8. Pressure chamber and centrifugal stress. Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort.</p> <p>Examples</p> <ul style="list-style-type: none"> —Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures. —Participating in altitude chamber studies ranging from 18,000 to 150,000 feet either as subject or as observer exposed to the same conditions as the subject. —Participating as subject in centrifuge studies involving elevated G forces above the level of 5 G's whether or not at reduced atmospheric pressure. —Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes. 	<p>July 1, 1972</p>
8%	<p>9. Work in fuel storage tanks. When inspecting, cleaning, or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank.</p>	<p>July 1, 1972</p>

See footnote at end of table.

<i>Differential rate</i>	<i>Category for which payable</i>	<i>Effective date¹</i>
25%	10. <i>Firefighting</i> . Participating or assisting in firefighting operations on t immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires. <i>High degree</i> —Fighting forest and range fires on the fireline.	July 1, 1972
8%	<i>Low degree</i> —All other firefighting.	
8%	11. <i>Experimental landing/recovery equipment tests</i> . —Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.	July 1, 1972
8%	12. <i>Land impact or pad abort of space vehicle</i> . Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.	July 1, 1972
4%	13. <i>Mass explosives and/or incendiary material</i> . Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance. Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect. A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 250,000 pounds net explosive weight (NEW) are present on a regular or recurring basis.	July 1, 1972
4%	14. <i>Duty aboard aircraft carrier</i> . Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery: <i>Examples</i> —Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations. —Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.	July 1, 1972
8%	15. <i>Participating in missile liquid propulsion or solid propulsion situations</i> . Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing.	Mar. 4, 1974

See footnote at end of table.

Inst. 23
June 29, 1984

FPM Supplement 532-1

**Appendix J. Schedule of Environmental Differentials Paid for Exposure to Various Degrees
of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature**

J-11

<i>Differential rate</i>	<i>Category for which payable</i>	<i>Effective date¹</i>
8%	<p>Examples</p> <p>—Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions:</p> <p>a. Tanks are being pressurized above normal servicing pressure.</p> <p>b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required.</p> <p>c. Fueling and defueling.</p> <p>—Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak.</p> <p>—Tests on foreign missiles where technical data is questionable or not available.</p> <p>—Manned test firings of small, close support missiles for which safety performance data are not yet available.</p> <p>—Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test.</p> <p>16. Asbestos. Working in an area where airborne concentrations of asbest fibers may expose employees to potential illness or injury and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.</p>	Mar. 9, 1975

¹ Effective date is beginning of first pay period on or after date specified.

Exhibit 1. Windchill Chart

WINDCHILL CHART											
	Local temperature (° F)										
Wind Speed (MPH)	32	23	14	5	-4	-13	-22	-31	-40	-49	-58
Calm	32	23	14	5	-4	-13	-22	-31	-40	-49	-58
5	29	20	10	1	-9	-18	-28	-37	-47	-56	-65
10	18	7	-4	-15	-26	-37	-48	-59	-70	-81	-92
15	13	-1	-13	-25	-37	-49	-61	-73	-85	-97	-109
20	7	-6	-19	-32	-44	-57	-70	-83	-96	-109	-121
25	3	-10	-24	-37	-50	-64	-77	-90	-104	-117	-130
30	1	-13	-27	-41	-54	-68	-82	-97	-109	-123	-137
35	-1	-15	-29	-43	-57	-71	-85	-99	-113	-127	-142
40	-3	-17	-31	-45	-59	-74	-87	-102	-116	-131	-145
45	-3	-18	-32	-46	-61	-75	-89	-104	-118	-132	-147
50	-4	-18	-33	-47	-62	-76	-91	-105	-120	-134	-148
Little danger			Considerable danger			Very great danger					
For properly clothed persons			Danger from freezing of exposed flesh								

SECTION 5 - ADMINISTRATION

5-1. EDP will be administered in accordance with NGB Pam 37-105-1/AFM 177-372 VOL 2, Technician Time and Attendance Procedures.

5-2. Performance of environmental duty for ANG technicians will be reported on AF Form 1278. Environmental duty performed by ARNG technicians will be reported on NGB Form 46, Time and Attendance Report and must be accompanied by a NGB Form 104, Certificate of Authorization for Environmental Differential Pay (Attachment 2 and 3). Time and Attendance Reports (NGB Form 46) must be forwarded to arrive in USPFO for Kansas, ATTN: KS-ARC-TP no later than close of business, Monday following the end of the pay period.

a. NGB Form 46 (ARNG) - must be annotated to inform the payroll office that EDP entitlement has accrued:

(1) "EDP Accrued" is entered in the "Remarks" section.

(2) Total EDP hours for the pay period, and total EDP hours per day are entered in hour and quarter-hour increments. The following codes will be used to record quarters of hours:

1/4 hour is equal to .2
1/2 hour is equal to .5
3/4 hour is equal to .7

(3) Entries are referenced to entries on NGB Form 104, the form on which payroll section environmental pay calculations are based. (See Attachments 1 and 2.)

b. NGB Form 104 - Category of Exposure column must reflect the locally approved category of exposure and differential rate.

(1) The letter code, NGB Form 104 "Summary of Environmental Differential Pay Hours" section will be used; code letters are keyed to Section 3 Part I and Part II categories and differentials.

(2) Exposure must be shown as it occurs each workday, even though the same exposure may occur on consecutive workdays.

(3) Exposure is entered by date, inclusive clock time, and actual elapsed time in hours for each exposure category shown.

(4) EDP is paid under Appendix J, on either the basis of actual exposure (Part I) Attachment 1 or on basis of hours in a pay status (Part II), Attachment 2.

(5) EDP is payable only when safety and health procedures have not practically eliminated the hazard.

THE PROPONENT OF THIS REGULATION IS THE OFFICE OF THE ADJUTANT GENERAL OF KANSAS. USERS ARE INVITED TO SEND COMMENTS AND SUGGESTED IMPROVEMENTS TO THE ADJUTANT GENERAL'S DEPARTMENT, MILITARY DIVISION-SPMO, PO BOX C-300, TOPEKA, KANSAS 66601-0300.

FOR THE ADJUTANT GENERAL:



DENNIS L. ELLIOTT
COL, GS, KSARNG
Support Personnel Management Officer

Atchs

DISTRIBUTION

1 ea Supervisor

REQUEST FOR APPROVAL OF ENVIRONMENTAL DIFFERENTIAL PAY AGO TPP 532-8

REQUEST FOR APPROVAL

TO: 323 ABG/DPCC	2. FROM: (Supervisor's Organization) 123 CES	3. DATE OF REQUEST 1 August 1988
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POSITION TITLE, SERIES AND GRADE OF ALL POSITIONS AFFECTED Electrician (High Voltage) WG-2010-10	5. POSITION NUMBER(S) F0120000
---	-----------------------------------

DESCRIPTION OF WORK SITUATION (Continue on reverse if additional space is required.)
Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.

DESCRIPTION OF CORRECTIVE ACTION TAKEN TO ELIMINATE OR REDUCE SITUATION (e.g., if protective clothing, devices or equipment are provided, specify type, etc.) (Continue on reverse if additional space is required.)

Management attempts to avoid the work situations described above by
(1) deenergizing the electrical lines prior to initiating work, and/or by
(2) postponing this type of work during adverse weather conditions.
Infrequently an emergency requirement develops that necessitates the above described work be performed during adverse weather conditions and the required response time is not sufficient to deenergize the lines.

SE Comment - Above hazard does exist. No practical device/methods are available to eliminate risk for all practical purposes.

SG Comment - Concur with SE comments.

TITLE OF APPLICABLE CATEGORY REQUESTED (Part I, Category 17) S8-7, FPM 532-1, Appendix J.	9. DIFFERENTIAL RATE 50%
--	-----------------------------

OFFICIAL AUTHORIZED TO ASSIGN WORK (Name, title and signature) SSG JOHN BLUESUIT, NCOIC Electronic Shop
--

OFFICIAL AUTHORIZED TO APPROVE PAYROLL DOCUMENTATION (Name, title and signature) SSG JOHN BLUESUIT, NCOIC Electronic Shop
--

RECOMMENDING OFFICIAL (Typed name, title and signature) GEORGE WAGE GRADE, Operations & Maintenance General Foreman	13. DATE 15 September 1988
--	-------------------------------

COORDINATION AND CONCURRENCE

1. (Check one) <input checked="" type="checkbox"/> SE <input checked="" type="checkbox"/> SG IN TURN	FROM: DPC	DATE 20 September 1988
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The above described hazard, physical hardship and/or working condition of an unusual nature has been reviewed.

OFFICE	NAME AND TITLE OF REVIEWER	SIGNATURE	DATE
SE			22 September 1988 <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NONCONCUR
SG			23 September 1988 <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NONCONCUR
DPC			28 September 1988 <input checked="" type="checkbox"/> APPROVE <input type="checkbox"/> DISAPPROVE

FINAL DISPOSITION

2. (Check one) <input type="checkbox"/> SE <input type="checkbox"/> SG ACCOUNTING AND FINANCE <input type="checkbox"/> UNION SUPERVISOR - ACKNOWLEDGE RECEIPT AND RETURN TO DPC AS OFFICE OF RECORD	FROM: DPC	DATE OF FINAL DISPOSITION 1 October 1988
--	--------------	---

AGO TPP 532-8

CERTIFICATE OF AUTHORIZATION FOR ENVIRONMENTAL DIFFERENTIAL PAY

NAME	SSAN	UNIT AND LOCATION

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

CAT	EXPO	DATE	FROM	TO	TOTAL HOURS	SIGNATURE AND TITLE OF AUTHORIZING OFFICER
[A]	A	2 Jan	0830	0930	1:00	Intermittent Exposure-Record as 1.7 hours of EDP
[A]	A	2 Jan	1400	1440	:40	
[D]	D					
[A]	A	3 Jan	0900	1100	2:00	Intermittent Exposure to Two Differentials at Same Time, Highest Differential Only is considered Record as 2.5 Hours of EDP
[D]	D	3 Jan	0900	1100	2:00	
[A]	A	3 Jan	1400	1425	:25	
[D]	D	3 Jan	1400	1425	:25	
[B]	B					
[A]	A	6 Jan	0900	1045	1:45	Exposure to 3 Differentials - Highest only is considered
[B]	B	6 Jan	0900	1045	1:45	
[D]	D	6 Jan	1030	1045	:15	
[C]	C					
[A]	A	14 Jan	0900	1100	2:00	Single Differential Exposure
[D]	D					
[D]	D	15 Jan	1000	1010	:10	Single Differential Exposure - Paid minimum of one hour's differential for each exposure - record as 1 hour of EDP
[E]	E					
[F]	F					
[G]	G					
[H]	H					
[I]	I					
[J]	J					
[K]	K					
[L]	L					
[M]	M					
[N]	N					
[O]	O					
[P]	P					
[Q]	Q					
[R]	R					
[S]	S					
[T]	T					
[U]	U					
[V]	V					
[W]	W					
[X]	X					
[Y]	Y					
[Z]	Z					

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I			CATEGORY II		
RATE	CODE	HOURS	RATE	CODE	HOURS
100%	A	_____	50%	M	_____
25%	B	_____	8%	N	_____
15%	C	_____	4%	O	_____
4%	D	_____			

Attachment 2

AGO TPP 532-8

NAME	SSAN	UNIT AND LOCATION

I Certify below that this employee was exposed to the following hazard, physical hardship, or working condition category(ies) for the duration indicated, incidental to performing his assigned duties and is, therefore, authorized environmental differential pay in accordance with Subchapter S8-7 and Appendix J of FPM Supplement 532-1.

[illegible]

FOR PAYROLL USE ONLY

SUMMARY OF ENVIRONMENTAL DIFFERENTIAL PAY HOURS

CATEGORY I			CATEGORY II		
RATE	CODE	HOURS	RATE	CODE	HOURS
100%	A	_____	50%	M	_____
25%	B	_____	8%	N	_____
15%	C	_____	4%	O	_____
4%	D	_____			

Attachment 3